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14 AUG 1958

MEMORANDUM FOR: Executive Secretary, CIA Career Council

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SUBJECT : Proposed Revision of [REDACTED] THE CAREER STAFF OF THE
CENTRAL INTELLIGENCE AGENCY

1. This office concurs in the proposed revision of [REDACTED] We do, however, recommend that paragraph 3.e. be written in a more positive way and that the definition be enlarged upon to include provisions for creditability of previous staff employment in cases where the individual, at the time of resignation, was deemed reemployable. The paragraph would then read:

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"e. An individual who is reemployed by CIA must serve another three-year provisional period before becoming eligible to apply for membership in the Career Staff unless his resignation was (a) at the instigation of CIA to gain employment elsewhere for cover purposes, education, or for additional experience if the reasons were made a matter of record at the time of resignation, or (b) to accompany spouse to a new duty station, if the spouse is an employee of the Agency, or (c) for other similar acceptable reasons made a matter of record at the time of resignation. Effective dates of membership in such cases will include service under all appointments."

The addition (underscored) is believed desirable inasmuch as (1) the provisions of paragraph 3.a. with respect to creditable service do not require "continuous" active service or "consecutive" appointments; (2) paragraph 2.a.(3) of [REDACTED] APPOINTMENTS, provides that a former employee rehired by the Agency may receive credit for all or part of previous service toward completion of the trial period; (3) the services of highly desirable ex-employees may be lost because of the requirement placing them in the category of new employees; and (4) the present provisions of paragraph 3.e. seem inconsistent with the discretion permitted by the regulation in the creditability of past periods of contract or military detail service (paragraphs 3.b. and 3.d.).

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2. In addition, consideration of the following comments is requested:

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a. Paragraph 7.a.(6) - Unless responsibility to obtain signed applications is placed upon a specific component, it is likely that eligible personnel may proceed overseas without having been given the opportunity to complete an application. Inasmuch as staff employees go through the Central Processing Branch, Office of Personnel, before departure, the responsibility could rest with that component and become part of the processing-out procedure. In the event a staff agent is directed overseas during his first three years with the Agency, the sponsoring office could obtain the signed application prior to the individual's departure. If the above is done, paragraph 7.a.(6) would read somewhat as follow

"(6) An individual who is departing for overseas may sign his application prior to his departure from headquarters if he has completed his trial period. The applications of staff employees will be obtained by the Central Processing Branch and the applications of staff agents will be obtained by the sponsoring office."

b. Application for Membership - It is not clear whether or not the Application will be included as part of the regulation. It is attached to present [REDACTED]

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c. [REDACTED] - We presume that, if the revision of [REDACTED] as modified by changes resulting from the present coordination is approved by the Council, a related revision of [REDACTED] would be proposed. This would not necessarily coincide exactly with the headquarters regulation because of the different audience involved and the fact that it is not always necessary to include all the information, particularly procedural, which the latter contains.

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[REDACTED]
Chief, Inspection and Review Staff
DDP

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